

JOINT MEMORANDUM IN OPPOSITION

Teacher & Principal Evaluations – Aid Penalties and Deadlines

In his executive budget, Governor Cuomo proposes a deadline by which Annual Professional Performance Review (APPR) plans for teacher and principal evaluations must be approved by the State Education Department.

If by September 1, 2013 a school district does not have its APPR planned approved, it would lose any increase in School Aid over the previous year.

The Governor also proposes to make any aid loss recurring and permanent – whatever aid a district loses for missing the deadline in one year would then be deducted from its aid every year.

NYSCOSS, NYSUT, NYSSBA and SAANYS strongly oppose tying APPR approval to a loss of School Aid and strongly oppose a permanent loss of aid. A September approval deadline for APPR is impractical, and if an approval date is kept, it must be moved until January.

Background

In an effort to push school districts and local unions to reach agreement on teacher and principal evaluation plans, the 2012-13 state budget included a provision to deny School Aid increases to districts which did not have plans approved by the State Education Department by January 17, 2013, one year from the date Governor Cuomo proposed his budget for the current year.

When the deadline passed, all but six districts had approved plans in place. New York City is among those not meeting the deadline and now stands to lose over \$255 million in state aid this year. This sum will be deducted from every future year's aid, whether or not it makes every deadline in years to come.

Recurring Aid Penalties

Making aid penalties for missing a deadline permanent and recurring is excessive.

It needs to be asked, which does more harm to students – to have their district miss a deadline for implementing evaluation procedures or experience potentially large and permanent cuts in state aid?

Students cannot be eternally penalized because adults cannot come to terms in any one year.

APPR Approval Deadline

We strongly believe that School Aid must be preserved, despite APPR disputes. As we have said many times, children should not be penalized because adults cannot agree.

If there is to be a deadline, for at least the coming school year, it absolutely must be pushed back from September 1.

Districts and teachers will not receive SED-generated student growth scores until mid-August *at the earliest*. Those results will be a crucial factor districts and unions will want to consider before revising their plans.

Further, many school employees necessary for APPR plan development are 10 month employees and do not work over the summer term. Thus it would be at great costs to school districts to have to negotiate over the summer term, as they would have to pay certain employees for work performed during this time, if they are even available.

NYSCOSS, NYSUT, NYSSBA and SAANYS jointly urge you to reject School Aid penalties for APPR compliance, eliminate the recurring School Aid penalty, and move any approval date to January.